Identify key questions you might use in your collaborative conversation.

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * Create a plan of action/deciding whether to offer an elementary yearbook. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * .What has been done in the past? * What feedback have you gotten from parents? * What resources /time commitment are we talking about? |
| * *Reflective Questions* * The “what about the what” * Emotional | * *What would be the benefits of publishing an elementary yearbook?the drawbacks?* * *Is there a bigger issue in play here? A competition between the elementaries?What makes you think so?* |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *How can you work with X?* * *How might your decision impact future working relationships?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * *How will you present this to the school board?* * *What is your timeline?* |
| * *Based on the Decision, what are the responsibilities of the administrator?* | *Collect info from parents*  *Present to the board*  *Do the research on resources required*  *Have a conversation with X* |
| * *Based on the Decision, what are my responsibilities?* | * *Budget implications* * *Talk with the other administrator(s)* |

**Reflection on the Collaborative Conversation**

**Name: Denise Philipp**

**Date: December 11, 2009**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself? The conference went smoothly. The administrator had thought through pros and cons, reexamining their position, and the effects of the decision, both intended and unintended.**

**What was most challenging for you during the conversation? Most pleasing?**

**I was most challenged to not insert my own opinion—I did not want to solve the problem for the administrator. I also had to reevaluate my position on the issue.**

**The most pleasing was seeing the administrator leave the conference with a clear idea of what had to be done, and feeling confident they could do it.**

**What might be some things you would do differently/the same in your next conversation?**

**Differently- allow more time.**

**Same- Do my homework and have questions prepared.**

**What techniques will you specifically address in your next coaching conversation?**

**I need to work on my reflective questioning to get the administrator to stretch their thinking. I think the direct questions are challenging for my personality.**